

FORM NLRB-501
(3-21)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
03-CA-301055Date Filed
8/10/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Vermont Information Processing, Inc. (VIP)		b. Tel. No. 802-655-9400
		c. Cell No.
		f. Fax No. 802-655-1313
d. Address (Street, city, state, and ZIP code) 402 Watertower Circle, Colchester, Vermont 05446	e. Employer Representative John Simard	g. e-mail
		h. Number of workers employed 596
i. Type of Establishment (factory, mine, wholesaler, etc.) Technology company	j. Identify principal product or service Beverage distribution software	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) ; (29 U.S.C. §§157, 158(a)(1)) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Prior to (b) (6), (b) (7)(C) 2022 (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) a spreadsheet where VIP (b) (6), (b) (7)(C) could voluntarily enter salary information with or without their names. (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) the spreadsheet. The spreadsheet was aimed to create an environment of pay transparency. Many other employees populated the spreadsheet with information. VIP management became aware of the spreadsheet on or about (b) (6), (b) (7)(C) 22 and, minutes later, shut (b) (6), (b) (7)(C) out of (b) (6), (b) (7)(C) work computer and then fired (b) (6), (b) (7)(C) within a few hours. (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were all fired on (b) (6), (b) (7)(C) 22. VIP claims that they terminated the employees for poor attitudes in the past, however none of the 4 were ever reprimanded prior to the salary sharing efforts and all received raises and promotions. Terminations violated the NLRA.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Claudine C. Safar, Esq.

(signature of representative of person making charge)

(Print/type name and title or office, if any)

156 Battery St., Burlington, VT 05401

August 9, 2022

Address

Date

Tel. No.

802-660-4735

Office, if any, Cell No.

Fax No.

802-419-3662

e-mail

csafar@msdvt.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.